

HUMAN RIGHTS POLICY

Our culture is driven by our commitment to our values, which govern our global business activities and relationships as set forth in our Code of Conduct.

Our success depends on maintaining a culture of integrity and doing the right thing, including respecting internationally recognized human rights, which are generally defined as the basic freedoms believed to be inherent to all people.

L3Harris is committed to protecting human rights by treating people with dignity, fairness and respect, as well as to partnering with our stakeholders in implementing this policy. We owe it to our stakeholders, including our shareholders, customers, suppliers, partners, communities and to each other, to live our values every day.



THIS MEANS WE

- promote and comply with all human rights laws and standards in all of our locations and expect the same of everyone who works on our behalf, including our agents, partners and suppliers;
- conduct business with suppliers who share the same commitment and enforce similar policies to refrain from violating the rights of others and appropriately address any adverse human rights impacts;
- maintain a workplace that is free from unlawful discrimination and refusing to tolerate harassment of any type, including physical and emotional, that targets an individual's race, gender, sexual orientation, religion, disability, age or other protected personal characteristics;
- are involved in charitable organizations and community activities;
- are committed to conducting operations and activities in a manner that protects the environment by reducing greenhouse emissions, reducing water use, diverting waste from landfills and complying with applicable environmental laws and regulations;
- do not engage in human trafficking within our operations, in accordance with our internal policies and compliance plan, or knowingly assist in any human trafficking committed by any other party, including our suppliers, as set forth in our Supplier Code of Conduct;
- expect our suppliers to ensure that illegal child labor is not used in the performance of work;
- avoid misleading or fraudulent recruiting and employment practices, including charging recruiting fees – denying access to an employee's identity or immigration documents and failing to disclose key terms and conditions of employment; and
- recognize the right to collective bargaining and comply with all applicable wage and hour laws.

This policy reflects our review of working standards and human rights concepts advanced in the Universal Declaration for Human Rights and the U.N. Guiding Principles for Business and Human Rights. However, this policy represents L3Harris' own standards on human rights, rather than those of any third party.

All L3Harris employees, regardless of position, annually receive Code of Conduct related training, which periodically includes content on human rights and respect in the workplace issues. Employees are encouraged to report any form of misconduct, including human rights concerns, within our operations or among our suppliers to our Helpline at www.L3HarrisHelpline.com or **1-877-532-6339**.

We will report periodically on our progress in upholding this policy and assess regularly whether changes are needed to ensure our commitment to protecting human rights.